VTC:
?

VAN FLEET ROOM

BRIEFER

[redacted]

501st MI CDR	1st SIG CDR	8th MP CDR	2 MFAB CDR	19th TSC CG	8th Army CSM	8th Army CofS	2UEx CG	KORO Director	35th ADA CDR	USATC-K CDR	
	501st MI CSM	1st SIG CSM	8th MP CSM	19th TSC CSM	2 MFAB CSM			G1/AG	18th MED CDR	18th MED CSM	2UEx CSM	KORO CSM	35th ADA CSM	USATC-K CSM	
	Area I	Area II	Spouse	Spouse	Spouse	Spouse	Spouse	G1/AG Deputy	G1/AG	J1	G1/AG	18th MED	18th MED	18th MED	Dental
	Area III	Area IV	Chaplain	G5	G4	G3	G3	IG	PAO	KORO	KORO	KORO	KORO	KORO	KORO
	Surgeon	DHRM	CHRA	CHRA	DoDDS	ENGR	ENGR	G8	G8	175th FINCOM	175th FINCOM	BOSS		DECA	AAFES
					CCK	PM	SGS	USO	SOFA	TRANSCOM	EEO	EO	G6		

EIGHTH ARMY WELL-BEING
TO CONNECT TO LIVE TO SERVE

Eighth United States Army

Well-Being Council of Colonels Meeting

Red = OPR
Blue = CDRs
Green = CSMs

27 June 2005

Agenda

1300	1305	Opening Remarks	8th Army CofS
1305	1345	Eighth Army W-B Issue Updates	
		3.7.4.3 Command Sponsorship	ACofS G1/AG
		3.7.3.2 Sponsorship	ACofS G1/AG
		3.7.4.4 Language Barriers in Customer Service Areas	ACofS G1/AG
		2.4.1.1 Off-Post Housing - Build to Lease- Korea (BTL-K) - Off-Post Housing Charges	KORO
		2.4.2.1 Unaccompanied Personnel Housing	KORO

Agenda cont.

1345	1445	2005 AFAP Issues	
		Black Beret Policy	ACofS G1/AG
		POVs for Displaced Junior NCOs	KORO
		English Verbal Proficiency of Health Care Services Personnel	18th MEDCOM
		Leave Donation Program	ACofS DHRM
		Funding of PCS moves for Career-Level DA Civilians	ACofS DHRM
		Tax Exemption for OCONUS Gas Prices	AAFES
		Barracks Living Space	KORO
		Soldier Living Conditions - Kwang-Ju	KORO
		Graduation Credit Process	ACofS G1/AG

Opening Remarks

CofS
Eighth United States Army

8th Army Well-Being Issues Update

Manager: ACofS, G1/AG

3.7.4.3

Command Sponsorship

Issue. Increase Korea CSP to 3000 Army positions.

Origin. Eighth Army AFAP Conference – 13-14 MAY 02.

End State. CSP levels commensurate with other OCONUS locations.

A

Status.

- Planning tied into TMP-A, Setting the Force plans & Transformation.
- Coordinate with KORO, 18th MEDCOM, & DoDDS on future construction.
- Zero growth until infrastructure in

No Change

Resource Impact. TBD.

8th Army Bottom Line:

FY05					*ZERO GROWTH*
KB =	237				
KE =	21				
Permanent =	1,372				
CSP =	1,630	of	25,394	Total Strength or	6%
		of	24,394	Non Rotational or	7%
		of	8,338	est. married pop or	20%
FY08					*MAX INCREASE - AFH*
KB =	199				
KE =	22				
Permanent =	2,349				
CSP =	2,570	of	18,209	Total Strength or	14%
		of	8,226	Non Rotational or	31%
		of	6,224	est. married pop or	41%
FY11					
KB =	197				
KE =	22				
Permanent =	2,715				
CSP =	2,934	of	18,209	Total Strength or	16%
		of	8,226	Non Rotational or	36%
		of	6,224	est. married pop or	47%

G – On track & achieves the intended purpose

A – On track with some difficulties & marginally achieves the intended purpose

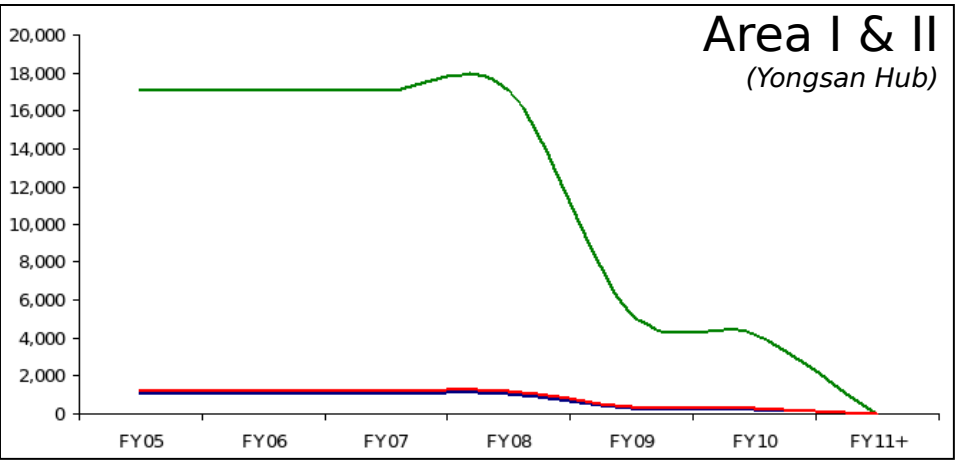
R – Does not achieve the intended purpose

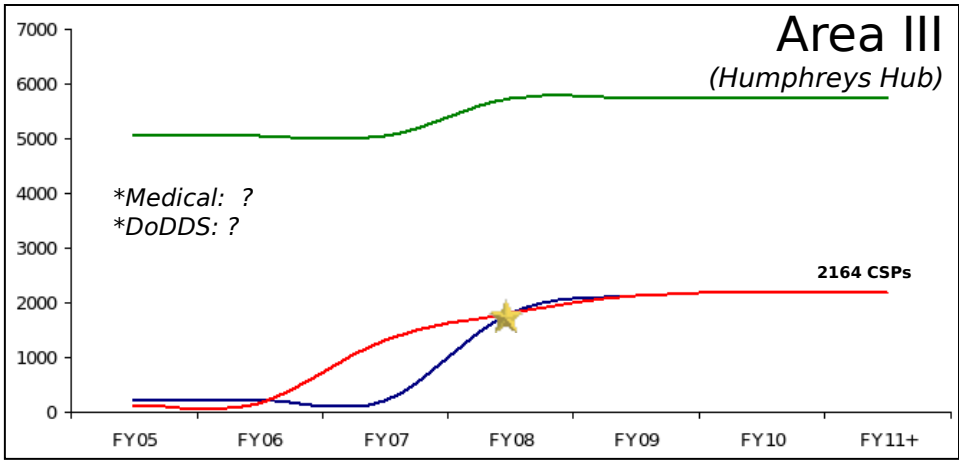
B – Does not achieve the intended purpose, significant problems in most areas

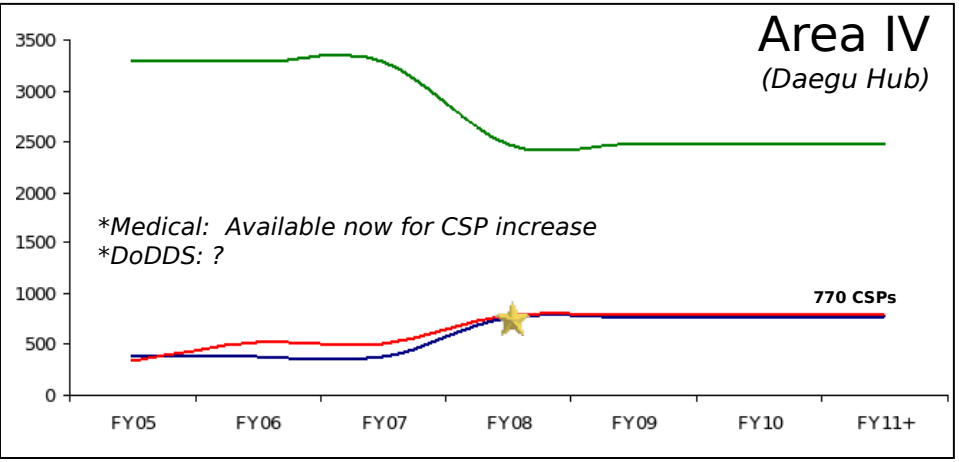
Manager: ACofS, G1/AG

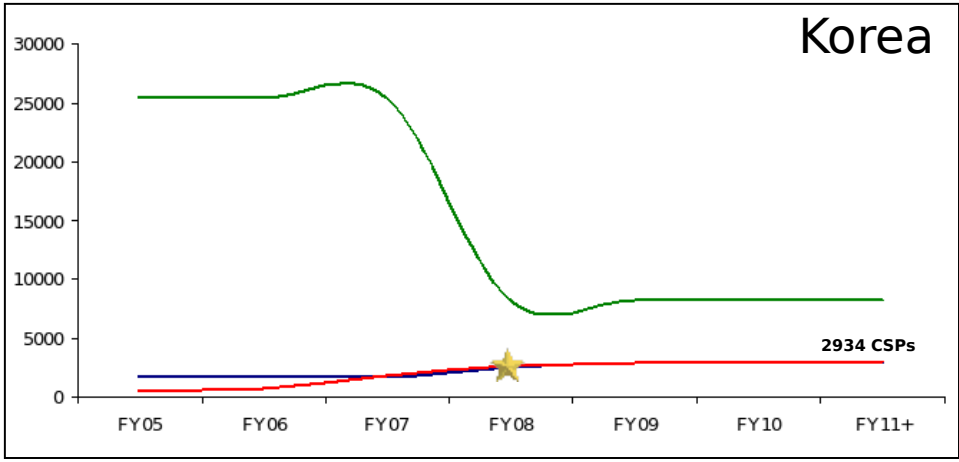
3.7.4.3

Command Sponsorship Plan









CSP %	FY05	FY06	FY07	FY08	FY09	FY10	FY11+
AREA I & II	6%	6%	6%	6%	6%	6%	0%
AREA III	4%	4%	4%	27%	32%	32%	32%
AREA IV	12%	12%	12%	31%	31%	31%	31%
KOREA	6%	6%	6%	31%	35%	36%	36%

Non-Rotational
CSP
AFH

= CSPs Increase IAW AFH Plan

Manager: ACofS, G1/AG

3.7.3.2

Sponsorship

Issue. Implementation of Sponsorship Program at Command Level.

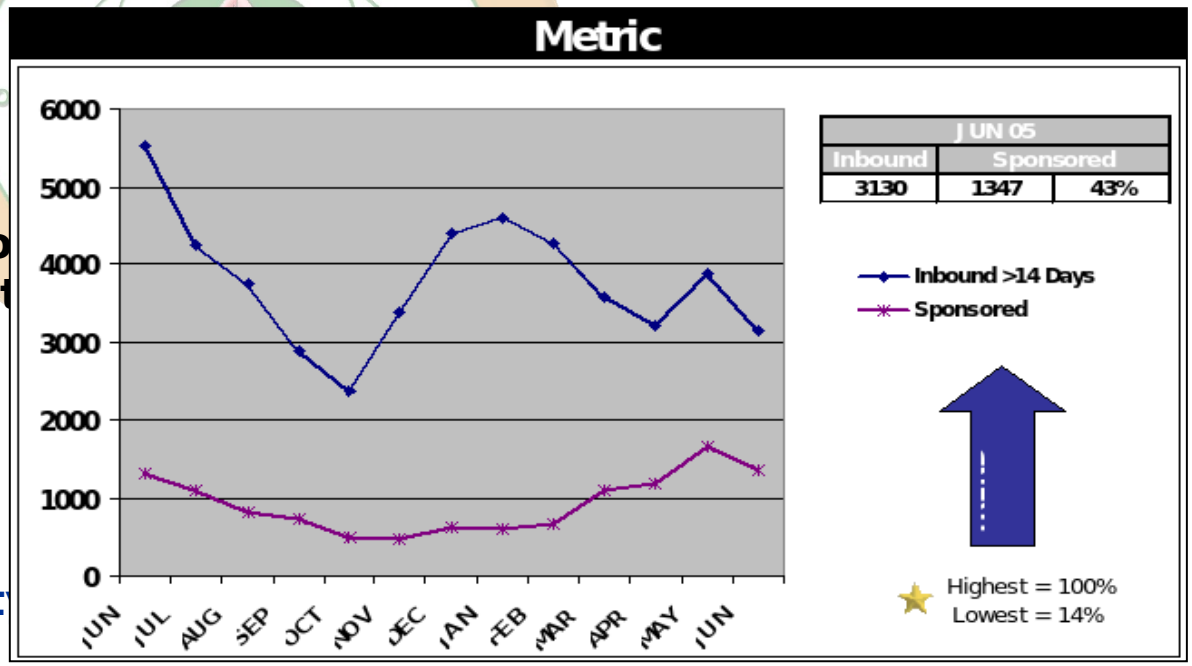
Origin. Eighth Army AFAP Conference - 13-14 MAY 02

End State. Minimize stress & uncertainty associated with relocation through the execution of quality Korea-wide sponsorship program.

Status.

A

- Part of CIP (JAN 05)
- Added to PRBD (APR 05)
- SMS Sponsorship Training Package Developed w/ MCSs
- Tracking Sponsorship o Soldiers on Assignment to Korea over 14 Days
- Next step – Focus on Effective Delivery (In-Processing Survey)
- Expanding automation to expand MSC visibilit at lowest UIC.



Resource Impact. None.

G – On track & achieves the intended purpose

A – On track with some difficulties & marginally achieves the intended purpose

R – Does not achieve the intended purpose

B – Does not achieve the intended purpose, significant problems in most areas

Manager: ACofS, G1/AG

3.7.4.4

Language Barriers in Customer Service Areas

Issue. Korean Nationals working in customer service areas do not communicate effectively in English. The lack of English sometimes complicates effective communication and results in the perception that the employee doesn't care.

Origin. Eighth Army AFAP Conference - 12-13 MAY 03

End State. Implement mandatory verbal English proficiency training.

Status.

A

- Coordinating new language requirements - verbal interviews/panel mandatory and written testing optional for those "customer service" positions IAW USFK Reg. 690-118 (Qualification Standards for KN Employees).
- Drafting Eighth Army CofS directive memorandum and coordinating with the KEU.
- Continue to urge Activities to take advantage of English improvement options (ACS classes, tuition assistance, in-house training and/or training by contract)
- AAFES:
  - Hired a person to conduct "hands on" English training.
    - Two classes (90 days) ending in July, with two more classes planned.
    - Noticeable improvement in comprehension and customers interface.
  - Raised the minimum English test score to 45 and includes an oral English test. Improvements already seen.
- 18th MEDCOM: Adding an Oral English test requirement for new hires.

Resource Impact. None.

G – On track & achieves the intended purpose

A – On track with some difficulties & marginally achieves the intended purpose

R – Does not achieve the intended purpose

B – Does not achieve the intended purpose, significant problems in most areas

Manager: KORO

2.4.1.1

Family Housing 1 of 2

Construction and Build-To-Lease – Korea (BTL-K).

Issue. BTL planned to support increase in Army accompanied tours in Korea to 3000 total.

Origin. Eighth Army AFAP Conference – 26-28 APR 04

End State. KORO Plan is consistent with the Army's Family Housing Master Plan (FEB 04) which identifies a total of 3,000 AFH units in Korea.

Status. Awaiting decision on "extended land use issue" being worked by USFK. Working to restore AFHO funding FY06-11

A

Installation	Units	Occupancy
Walker	300	2008
Humphreys	1000	2008
Carroll	360	2009
Humphreys	500	2009
Humphreys	300	2010

Resource Impact. AFHO funding cuts resulted in BTL AFH delays and could result in AFH reductions

G – On track & achieves the intended purpose

A – On track with some difficulties & marginally achieves the intended purpose

R – Does not achieve the intended purpose

B – Does not achieve the intended purpose, significant problems in most areas

Manager: KORO

2.4.1.1 (cont.)

Family Housing 2 of 2

Off Post Housing Charges.

Issue. There is a perception that landlords charge Army families higher rent than Korean renters. And that rent is artificially raised to the level of OHA. Army families feel that this results in higher rental costs for those families and the US government via OHA payments. Army families feel that the government spending excess money on housing results in less money for other Army community programs.

Origin. Eighth Army AFAP Conference – 26-28 APR 04

End State. Ensure rents charged are valid and educate families on: Future plans for acquiring leased housing and utilization of on post housing for Army families; The differences between the entirely different Korean rental system as compared to typical US stateside rentals; The fair market value evaluations used by Housing to determine the appropriate cost of an off post home.

Status. G

- Prepare briefing for housing offices to better inform incoming personnel to Korea. (Briefing posted on Army OneStop web site)
- Ensure housing offices continue to be trained on determination of fair market value of housing. (Training completed 10 June at Camp Humphreys)

Resource Impact. TBD.

G – On track & achieves the intended purpose

A – On track with some difficulties & marginally achieves the intended purpose

R – Does not achieve the intended purpose

B – Does not achieve the intended purpose, significant problems in most areas

Manager: KORO

2.4.2.1

Unaccompanied Personnel Housing

Issue. Korea for barracks construction and renovation program.

Origin. Eighth Army AFAP Conference - 13-14 MAY 02

End State. Provide a quality place to live for eligible military personnel.

Status.

- Area I Facelifts (17 Complete 3 In-progress)
- Area III Facelifts (7 Complete 2 In-progress)
- Barracks Upgrade Program (BUP) – Barracks Renovations (1 In-progress)
- BUP – SEQ/UOQ Renovations (6 In-progress)
  - Since 1994 221 BUPs completed; 7 more required
- Barracks Improvement Program (BIP) started by DA in FY05; (Rec'd $2M awarded 7 projects MAR; known requirement is 23 barracks at $9.4 M—Rec'd $8.5M for remainder of FY05 and will apply to known requirements)
- Ongoing MCA Construction (3 In-progress)
- Planned MCA Construction (8 Planned FY06-FY10)
- Planned ROKFC Construction (TBD depends on final Humphreys master plan)

G – On track & achieves the intended purpose
A – On track with some difficulties & marginally achieves the intended purpose
R – Does not achieve the intended purpose
B – Does not achieve the intended purpose, significant problems in most areas

2005 AFAP Issues

Staff Recommendation

- ☑ Black Beret Policy — DA
- ☒ POVs for Displaced Junior NCOs
- ☑ English Verbal Proficiency of Health Care Services Personnel — 3.7.4.4
- ☒ Leave Donation Program
- ☒ Funding of PCS moves for Career-Level DA Civilians
- ☒ Tax Exemption for OCONUS Gas Prices
- ☒ Barracks Living Space
- ☒ Soldier Living Conditions - Kwang-Ju
- ☑ Graduation Credit Process — New
- ☒ Learners Permit Transfer

Manager: ACofS, G1/AG

Black Beret Policy

Issue. The black beret is not ideal for everyday wear. The lack of a visor limits protection from the sun, rain, and poses a potential risk of skin cancer and other medical issues. Soldiers need both hands to put it on and additional time to adjust it to meet regulatory requirements. Everyday wear of the black beret has diminished the intended symbolism of pride and excellence in today's Army. Limiting the beret to accompany the Class A and B uniform would increase esprit de corps Army wide. Changing the policy will protect soldiers and restore the appreciation for what the black beret represents.

Origin. 8th Army/KORO AFAP Conference – 26-27 APR 05

End State. Change the policy to limit wearing the Black Beret with Class A and B uniforms only and reinstate wear of patrol cap with duty uniform.

Staff Position. We should support this recommendation.

Staff Recommendation. Forward to DA AFAP.

Status. N/A

Resource Impact. None.

Manager: KORO

POVs for Displaced Junior NCOs

Issue. Junior NCOs (E-5, E-6) are being forced to live off post due to lack of barracks space. These same individuals are not authorized to own a car under the current USFK policy. Amending this policy would make it easier for these Soldiers to return to their units in the event of a recall or alert and provide shift workers transportation to and from work during curfew hours.

Origin. 8th Army/KORO AFAP Conference – 26-27 APR 05

End State. Require automatic POV authorization for displaced Junior NCOs forced to live off post.

Staff Position. Policy was changed because of negative trends within the targeted population.

Staff Recommendation. Close as unattainable.

Status. N/A

Resource Impact. None.

Manager: 18th MEDCOM
ACofS, G1/AG

OCR:

English Verbal Proficiency of Health Care Services Personnel

Issue. Local National (LN) health care support staff cannot effectively communicate with patients. Current policy requires an English reading comprehension test but it fails to evaluate proficiency in oral communication skills. This lack of communication creates a language barrier between patient and support staff which can increase anxiety in obtaining medical treatment and can result in a misdiagnosis. Families perceive that they receive substandard medical care because of language or cultural differences.

Origin. 8th Army/KORO AFAP Conference – 26-27 APR 05

End State. Implement mandatory English verbal skills testing for LN health care services support staff.

Staff Position. This issue is being addressed at the 8th Army Well-Being level.

Staff Recommendation. Incorporate this issue into 8th Army Well-Being issue number 3.7.4.4, Language Barriers in Customer Service Areas.

Status. N/A

Resource Impact. None.

Manager: ACofS, DHRM

Leave Donation Program

Issue. The current law does not authorize donation of sick leave to eligible employees enrolled in Leave Donation Program (LDP). The depletion of sick and annual leave forces the employee into a Leave Without Pay (LWP) status and can create financial hardships during an already stressful time. The inability of fellow employees to donate sick leave wastes valuable sick hours and can lead to inappropriate use of sick leave. Allowing employees to transfer sick leave through the LDP would decrease sick leave abuse and enhance the quality of life for employees in the LDP.

Origin. 8th Army/KORO AFAP Conference – 26-27 APR 05

End State. Authorize employees the option to donate sick leave and/or annual leave to those employees in the LDP.

Staff Position. Voluntary Leave Transfer Programs are authorized under Title 5, Section 630.901 of the Code of Federal Regulations. DA would not seek Congressional intervention, nor would Congress be receptive to such a proposal. The government has no obligation to pay for unused accumulated sick leave. Allowing donation of sick leave (most likely from individuals at or near retirement) would create a tremendous budgetary liability. Sick leave is a benefit that carries no monetary value to the employee except as "insurance" against loss of pay due to absence from duty during a covered event.

Staff Recommendation. This proposal is not in the interest of efficient government nor does it serve the interests of our employees. Close as unattainable.

Manager: ACofS, DHRM

Funding of PCS moves for Career-Level DA Civilians

Issue. Many DA civilian position vacancy announcements for career-level personnel do not authorize PCS relocation expenses. This practice may force career-level employees to decline positions which are critical for their career progression. Funding constraints may limit local commands to hiring local candidates with a more narrow scope of experience. Unfunded PCS moves result in undue financial hardships to the employee and adversely impact career progression.

Origin. 8th Army/KORO AFAP Conference – 26-27 APR 05

End State. Mandate payment of PCS moves for all career-level DA civilians.

Staff Position. Management has an absolute right to determine when they have or do not have funds available to pay PCS costs. Funding limitations must always be taken into consideration, and, when a sufficient number of well qualified candidates are available within the local commuting area, it is neither cost-effective nor in the best interest of the government for an organization to pay PCS costs. Cost-effectiveness is by-and-large, the cornerstone of all government operations and of particular importance now that our Army is at war.

Staff Recommendation. Close as unattainable.

Status. N/A

Resource Impact. None.

Manager: AAFES

Tax Exemption for OCONUS Gas Prices

Issue. OCONUS gas prices set by AAFES are market- based and factor in federal, state and local taxes. Using this formula results in higher gas prices. Soldiers and families are spending more money at the pump resulting in less disposable income.

Origin. 8th Army/KORO AFAP Conference – 26-27 APR 05

End State. Eliminate federal, state and local taxes when calculating OCONUS gas prices. Allow OCONUS DOD ID/Ration card holders to purchase gas at DOD fuel points as an additional fueling option.

Staff Position. Unlike other products we sell in the BX/PXs, we are required to pay any applied taxes on motor fuels as well as underground storage fees, etc. (Ref. the Hayden Cartwright Act, 4 U.S.C. 104). AAFES Overseas gasoline prices are established using a marked-based pricing strategy. This policy utilizes the CONUS Department of Energy (DoE) monthly average for each grade of gas, plus local dispensing costs. The Commander AAFES is the pricing authority for this policy.

Staff Recommendation. Market based pricing supports consistent fuel pricing policy worldwide. The Department of Energy is the most consistent and accurate source of pricing information we have available. This issue should be closed as unattainable.

Status. N/A

Resource Impact. AAFES market-based pricing provides prices comparable to those found throughout the United States. Adjusting prices monthly precludes the massive price adjustments DOD fuel points are subject to.

Manager: KORO

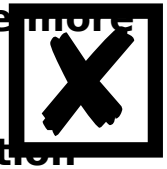
Barracks Living Space

Issue. The USFK exception to policy on barracks square footage limits Soldiers' living space for themselves and their belongings. The USFK standard of 90 square feet is substandard to the Department of Army standards of 140 square feet per soldier. Soldiers cannot relax off-duty in their barracks rooms because they are cramped, lack privacy and provides limited storage space. These conditions can lead to increased stress and frustration which may impact work performance.

Origin. 8th Army/KORO AFAP Conference – 26-27 APR 05

End State. Remove current exception to policy for USFK and obtain funding for 1+1 housing. Provide secure storage space co-located with barracks until adequate barracks are available. Modify existing barracks living space with additional shelving and furniture solutions.

Staff Position. This issue was addressed in 8th Army Well-Being issue number 2.4.2.1. People are more willing to accept improvements that are put in-place quickly and impact more people. Rotation force standards may be different and 1+1 may be in conflict with the current status. 1+1 will certainly not happen in areas such as Iraq, Afghanistan and Bulgaria. 1+1 may be the standard only for CONUS based Soldiers. As of APR 04; The CG was briefed and the decision was made that Korea will continue to focus on 2+2. We have several vendors who want to sell us UPH furniture and we can ask them for options of room furniture packages that are more space efficient.



Staff Recommendation. Close all as unattainable except for last recommendation

Manager: KORO

Soldier Living Conditions – Kwang-Ju

Issue. The size and living conditions at Kwang-Ju do not meet Army standards of 140 square feet per Soldier. Kwang-Ju condenses this space to 111 square feet shared by two Soldiers. It is difficult to contract for facility repairs due to complicated Inter-Service Support Agreement (ISSA) between the Air Force and Army. Soldiers do not have access to a self-help facility to perform routine maintenance. Due to the overcrowding and unsafe living conditions, Soldiers may have low morale which negatively impacts their job performance.

Origin. 8th Army/KORO AFAP Conference – 26-27 APR 05

End State. Secure more contingency barracks from Air Force. Create, fund and streamline the ISSA. Allow soldiers to use self-help center at nearest installation.

Staff Position. This issue is a Area specific issue.

Staff Recommendation. Return this issue to Area IV for resolution.

Status. N/A

Resource Impact. None.

Manager: ACofS, G1/AG
DoDDS

OCR:

Graduation Credit Process

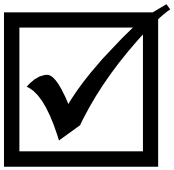
Issue. Information required for the transfer of non-Department of Defense Dependent Schools (DoDDS) graduation credits is not being effectively distributed. Therefore, students are unaware of the process of transferring credits. This hinders students from receiving fair grade point averages, fulfilling graduation requirements and reaching personal class goals.

Origin. 8th Army/KORO AFAP Conference – 26-27 APR 05

End State. Mandate in permanent change of station (PCS) orders and out-processing checklist that parents or guardians of military dependents gather information regarding transfer of school credits.

Staff Position. The Military Child Education Coalition (MCEC) CD-ROM entitled *Chart Your Course and Academic Passport* (254-953-1923 to order) provides parents and students tips, ideas, and recommendations for plotting a successful course to high school graduation. The MCEC web site (www.militarychild.org/) provides additional information.

Staff Recommendation. Do not add information to PSC orders. However, the Military Child Education Coalition web site will be added into the NEW out-processing checklist currently under development.



Status. N/A

Resource Impact. None.

Manager: KORO

Learners Permit Transfer

Issue. Stateside learners permits are not recognized and accepted in Korea. Family members with a stateside permit must retake the driver education course when they arrival in Korea. Retaking the course is expensive, a duplication of effort and time consuming.

Origin. 8th Army/KORO AFAP Conference – 26-27 APR 05

End State. Revise the policy to authorize transfer of stateside learners driving permits.

Staff Position. Passing the written test is required whether you have a stateside permit, a license, or nothing at all. All Areas have the requirements. There are 2 possible parts to getting driving privileges in Korea:
Part I - Individuals passing the written test with a stateside permit or no prior experience get a USFK permit; Licensed individuals passing the test get full driving privileges.
Part II - Road test unlicensed individuals who have not completed a (i.e. 'the Milburn Course') recognized driver's education program.

Staff Recommendation. Close the issue.

Status. N/A

Resource Impact. None.

8th Army
Army Family
Advisory Council
Well-Being
Families Soldiers Civilians
Army Family Action Plan
AFAP
EIGHTH ARMY
WELL-BEING

Closing Remarks

CofS

Eighth United States Army

Eighth United States Army

Well-Being Council of Colonels Meeting

Next W-B GOSC: 1000 to 1200, 29 July 2005

Next W-B COC: 1000 to 1200, 28 October 2005

Visit the 8th Army Well-Being web Page located at http://8tharmy.korea.army.mil/G1/Well-Being/Start.htm